



WASHINGTON MANAGEMENT SERVICE  
EMPLOYMENT OPPORTUNITY  
**Chief Scientist**  
**Science Division Manager - Fish Program**  
\$6049.00 - \$7561.00 monthly

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**Recruitment # 1281-09**

**Opens: November 24, 2009**

**Closes: December 18, 2009**

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**Position Overview**

This position serves as a member of the Fish Program executive management team and reports to the Fish Program Assistant Director to ensure integration of fish science into hatchery reform and operations and fish management.

This position is responsible for policy direction and management of the Science Division within the Fish Program. This is a critical position providing leadership to professional scientists and other science staff to develop and maintain a base of scientific information that requires sample and experimental design, accessible and accurate data, cutting edge analysis, and scientifically justified interpretation and application.

This division includes approximately 130 FTEs with both centrally located and some independent units deployed throughout the state. The work of the Division includes determination of population status, habitat relationships and ecological requirements for fish species. The Science Division works with the other divisions in Fish Program to ensure that the production and management of fish resources is based on sound science. The position is responsible for developing agency's long term strategic plan for fish research that is consistent with the Agency and Program strategic plan, and serves as the agency expert on fish research methods and statistical analysis. The Division applies and secures grant and contract funds from federal and local sources to meet the strategic science needs. Duties also include budget, personnel management, responding to legislative requests and changes, and promoting coordination with regions, other divisions, other Programs, tribal governments and other agencies in support of Agency goals and priorities.

**Desired Competencies**

The successful candidate will demonstrate competencies in the following areas:

**Knowledge of:** Advanced techniques in administration and management (e.g. strategic and tactical planning; budget development, allotments, and accountability; professional staff development and career coaching; leadership principles and ethical practices). Detailed knowledge is required in the areas of fish ecology, scientific methods and field research techniques, statistical principles and data analysis.

**Essential Skills to:** Communicate research principles and results to a broad spectrum of people, including professional peers, resource managers, elected officials, and interested stakeholders and the general public. Work independently and make critical strategic and tactical decisions affecting independent on-going full time research studies. Ensure that fish research priorities and activities are on target with the agency's resource management issues and needs. Write and edit scientific reports for publication in peer-reviewed journals.

**Other knowledge and skills include:** Advanced use of computers and data analytical software packages, personnel merit system rules, union contractual agreements, purchasing requirements, public speaking, time management, writing and administering research proposals and contracts.

### **How to apply**

Submit a completed and signed state application and attach a detailed resume that shows how you meet the qualifications and competencies listed above. For each relevant position you held, specify your employer, title, length of service, and the duties performed. For completed education, specify degrees or other formal training completed, including the schools attended. As appropriate, list and briefly describe specific courses you completed. Briefly explain how the course related to one or more of the desired competencies.

Send your application materials to: Margaret Gordon, Recruitment Specialist  
Human Resource Office, Department of Fish and Wildlife,  
600 Capitol Way North, Olympia, WA 98501-1091  
Fax (360) 902-2392

Or deliver in person to our Human Resources Office in the Natural Resource Building,  
5<sup>th</sup> Floor, 1111 Washington St. SE, Olympia, WA.

Or by e-mail to: [WDFWjobs@dfw.wa.gov](mailto:WDFWjobs@dfw.wa.gov)

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.